

*Confidence, Excellence, Feminism: Not dirty words*

# Achieving gender equality: Lessons from the front line

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Royal College  
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ADVANCING SURGICAL CARE

Senior Women's Event  
8<sup>th</sup> March 2016

# Equality.....

- Gender balance in numbers
- Age and gender
- A fair employer
  - Now?
  - Always?
  - In the future?
- Fitness testing
- The extraordinary women
  - High ranking – outlook on life
  - Outstanding acts of bravery

# A snapshot....



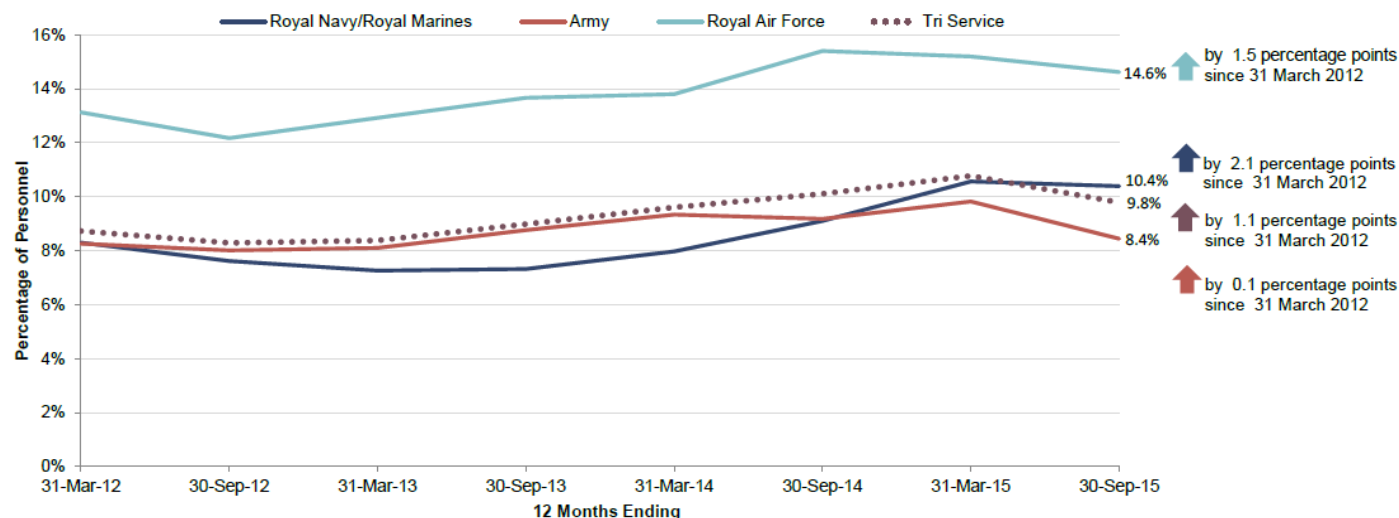
Ministry  
of Defence



UK Armed Forces  
Biannual Diversity Statistics  
October 2015

Published 26 November 2015

**Figure 2. Female intake representation into the UK Regular Forces, by Service**



- 10.1%** Female representation in the UK Regular Forces  
At 1 October 2015  
*remained stable since 1 October 2014 (10.0 per cent)*
- ▼ **9.8%** Of total intake to the UK Regular Forces was female  
in the past 12 months (1 October 2014 to 30 September 2015)  
*a decrease from 10.1 per cent in the previous 12 month period*
- 13.6%** Female representation in the FR20 Volunteer Reserve  
At 1 October 2015  
*remained stable since 1 October 2014 (13.6 per cent)*

# Few over 50



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UK Regular Forces Strength Statistics		
Table 3 - Strength of UK Regular Forces by Age and Gender		
Source: Defence Statistics (Tri Service)		
	15	
	01 Oct	%
	Number	
<b>All Services</b>	<b>152 150</b>	<b>100.0</b>
<b>Under 18</b>	<b>1 960</b>	
Of which female	180	9.1
Of which male	1 780	90.9
<b>18 and 19</b>	<b>5 860</b>	
Of which female	540	9.2
Of which male	5 320	90.8
<b>20 - 24</b>	<b>31 050</b>	
Of which female	2 960	9.5
Of which male	28 090	90.5
<b>25 - 29</b>	<b>37 050</b>	
Of which female	3 940	10.6
Of which male	33 120	89.4
<b>30 - 34</b>	<b>28 520</b>	
Of which female	3 420	12.0
Of which male	25 100	88.0
<b>35 - 39</b>	<b>21 410</b>	
Of which female	2 460	11.5
Of which male	18 950	88.5
<b>40 - 44</b>	<b>13 610</b>	
Of which female	1 250	9.2
Of which male	12 360	90.8
<b>45 - 49</b>	<b>8 030</b>	
Of which female	510	6.3
Of which male	7 520	93.7
<b>50 - 54</b>	<b>4 260</b>	
Of which female	140	3.3
Of which male	4 120	96.7
<b>55 - 59</b>	<b>400</b>	
Of which female	10	3.0
Of which male	380	97.0
<b>60 and over</b>	<b>10</b>	
Of which female	-	-
Of which male	10	100.0
<b>AVERAGE AGE</b>	<b>30</b>	

# Gender equality, diversity and inclusion

## The Times Top 50 Employers for Women 2015

Employer	Sector
Arup	Engineering, Consulting
Asda	Retail
Atkins	Engineering
BAE Systems	Defence
Barclays	Financial Services
BT Group	Telecommunications
Capgemini UK	Professional Services
Carillion	Support Services
Citi	Financial Services
Credit Suisse	Financial Services
Enterprise Rent-A-Car	Automotive
Eversheds	Legal
EY	Professional Services
Freshfields Bruckhaus Deringer	Legal
Genesis Housing Association	Housing
Goldman Sachs International	Financial Services
Herbert Smith Freehills	Legal
HM Revenue and Customs	Public Sector
Hogan Lovells	Legal
Home Office	Public Sector
HSBC	Financial Services
KPMG	Professional Services
Linklaters	Legal
Lloyds Banking Group	Financial Services
Marks & Spencer	Retail

Employer	Sector
McKinsey & Company	Consulting
Mitie	Outsourcing
National Grid	Utilities
Nationwide Building Society	Financial Services
Norton Rose Fulbright	Legal
Obelisk Support	Legal
Ofcom	Public Sector
Olswang	Legal
PepsiCo	Consumer Goods
Post Office	Retail
PwC	Professional Services
Royal Air Force	Military
Royal Bank of Scotland	Financial Services
Royal Mail Group	Postal Services
Royal Navy	Military
Santander	Financial Services
Shell	Oil & Gas
Simmons & Simmons	Legal
Sodexo	Facilities Management
Southbank Centre	Arts Organisation
Standard Life Group	Financial Services
State Street	Financial Services
SThree	Professional Services
Unilever UK	Consumer Goods
Zibrant	Events & Venue Find Agency

The Times Top 50 Employers for Women list and the judging process is managed by Opportunity Now, the workplace gender equality campaign from Business in the Community.

Entries are by self-nomination and open to all employers with a UK presence. They supply detailed information on what their organisation does internally as a top employer for women and what it does externally to promote gender equality, diversity and inclusion and to create opportunities for women in a wider context.

All 5,000-word entry forms are stringently marked against a framework of best practice and assessed on an anonymous basis by a team of experts within Opportunity Now.

# Big changes in the 90's





# Direction of travel



National Security Strategy  
and Strategic Defence and  
Security Review 2015

A Secure and Prosperous  
United Kingdom

4.57 We are committed to achieving an inclusive working environment, and to building Armed Forces that are diverse and fully representative of UK society. This will be the work of many years but, as a step towards this goal, by 2020 the Armed Forces will be recruiting at least 10% Black, Asian and Minority Ethnic personnel and at least 15% women. The review of women in combat has concluded that in principle, there is no reason why they should not be able to undertake the full range of combat roles. We are conducting a study of the physiological impacts of these roles and based on this work, we will announce a final decision on women undertaking the full range of combat roles in 2016.

## Women, peace and security

5.112 The full attainment of political, social and economic rights for women is one of the greatest prizes of the 21st century, and central to greater peace and stability overseas.

5.113 This is a UK priority, and we will ensure that women's rights are fully taken into account in our overseas counter-extremism work, in humanitarian emergencies, in our early warning and conflict analysis, and in our new military doctrine. We will continue to promote the active participation of women in peace-building discussions, including through work with governments such as in Afghanistan and Iraq.

5.114 This is already a key theme running through our development work. We will build on it over the next five years, including through investing in research to understand what needs to be done in conflict-affected states to ensure lasting equality for women and girls.







# That said

- Exemption from the Equality Act 2010 'combat effectiveness'
- 78.1% of posts in the RN/RM, 70.6% of posts in the Army and 93.7% of posts in the RAF are open to women.
- Strategic Defence and Security Review (SDSR) 2010 / Army 2020
  - Numbers in the regular forces reduced
- Announced on 8 May 2014 that a review into women serving in front combat roles in the Armed Forces, scheduled for 2018, has been brought forward.



# Fitness testing

## British Army fitness test

Age	Press-ups in two minutes		Sit-ups in two minutes		Run 1.5 miles	
					mins sec	mins sec
29 and under	44	21	50	50	10 30	13 00
30 - 34	41	19	46	46	11 00	13 30
35 - 39	39	16	43	43	11 30	14 00
40 - 44	35	15	37	37	12 00	14 30
45 - 49	29	13	34	34	12 30	15 00
50 - 54	25	11	32	32	13 30	16 00
55 - 59	21	9	27	27	14 10	16 40
60 - 64	17	7	23	23	14 40	17 10
						

# Commodore (Retd) Carolyn J Stait CBE

- 2004 to 2007 the first woman to command a Naval Base in Britain
- "I hope if anyone has any doubt about the Navy being a good career for a woman then they might take encouragement from the fact I have been given this job"
- Telegraph interview, 2004



# Brigadier (Retd) Nicky Moffat CBE

"In situations where men and women were guilty of the same offence, some officers would award the woman a lighter punishment. Men would get hammered, and the women wouldn't. It comprehensively undermined the credibility of women. Some might have played on it and been happy to have a lesser punishment, but it wasn't good. I remember telling the officer this was not the best way of dealing with it. I don't like distinctions based on gender." The men, she says, were "being too soft".

Brigadier Nicky Moffat, the highest ranked woman in the British army, gives her first ever interview, and talks about not being a 'whinger' or playing 'the gender card'



Brigadier Nicky Moffat: 'Women do not need to be treated with kid gloves.' Photograph: Martin Godwin for the Guardian

Guardian, 2012

# Air Vice-Marshal Margaret Elaine West, CBE

- Was the most senior woman in the armed forces after she was appointed Air Vice-Marshal, in 2013 at the age of 51.

THE  TIMES

## Defence

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### Officer flies up ranks to make history





# Brigadier Sharon Nesmith

- Not the first female brigadier, but it is the first time a female has been in charge of brigade of 5,000 frontline troops



Times, 2015

# Major General Susan Ridge

New Director General Army Legal Services (DGALS).



# Military Cross

- "an act or acts of exemplary gallantry during active operations against the enemy on land to all members, of any rank in Our Armed Forces"
- Pte Michelle Norris, RAMC, Iraq, 2007.
- Able Seaman Kate Nesbitt RN, 2009.
- Cpl Sarah Bushbye, RAMC, 2010.
- LCpl Kylie Watson, RAMC, Afghanistan, 2011





# New Employment model?

- In October 2015, we announced that the British Army, RAF and Defence Healthcare, Education and Training organisation would be commencing a 1 year trial of flexible duties.
- The trial will explore how SP can reduce their commitment to create a form of part-time working.
  - <https://www.gov.uk/guidance/new-employment-model>

# Summary

- Amazing characters – proof beyond all doubt
- Getting the best person for the job is the objective
- Considerable change since the 1990's
- Recruiting to meet the 15% female target
- Potential for more flexibility - retention
- Fairness

Are you interested in a career in the Army, either Regular or Reserve? Get in touch with Lead Recruiter Daniel on 07753 441435 or email [ARTD-RG-ProfQualRecruitingTeam@mod.uk](mailto:ARTD-RG-ProfQualRecruitingTeam@mod.uk)

# Questions?